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DEPARTMENT OF LABOUR, CANADA

NORMAN A. McLARTY, Minister

BRYCE M. STEWART
DEPUTY MINISTER

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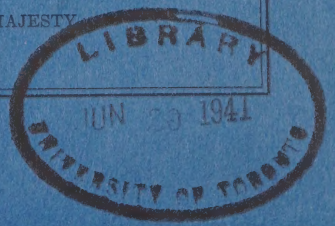
DOMINION-PROVINCIAL YOUTH TRAINING
PROGRAMME

DOMINION-PROVINCIAL WAR EMERGENCY
TRAINING PROGRAMME

NATIONAL FORESTRY PROGRAMME

REPORT OF THE DOMINION SUPERVISOR OF TRAINING
FOR THE FISCAL YEAR ENDING MARCH 31, 1941

OTTAWA
EDMOND CLOUTIER
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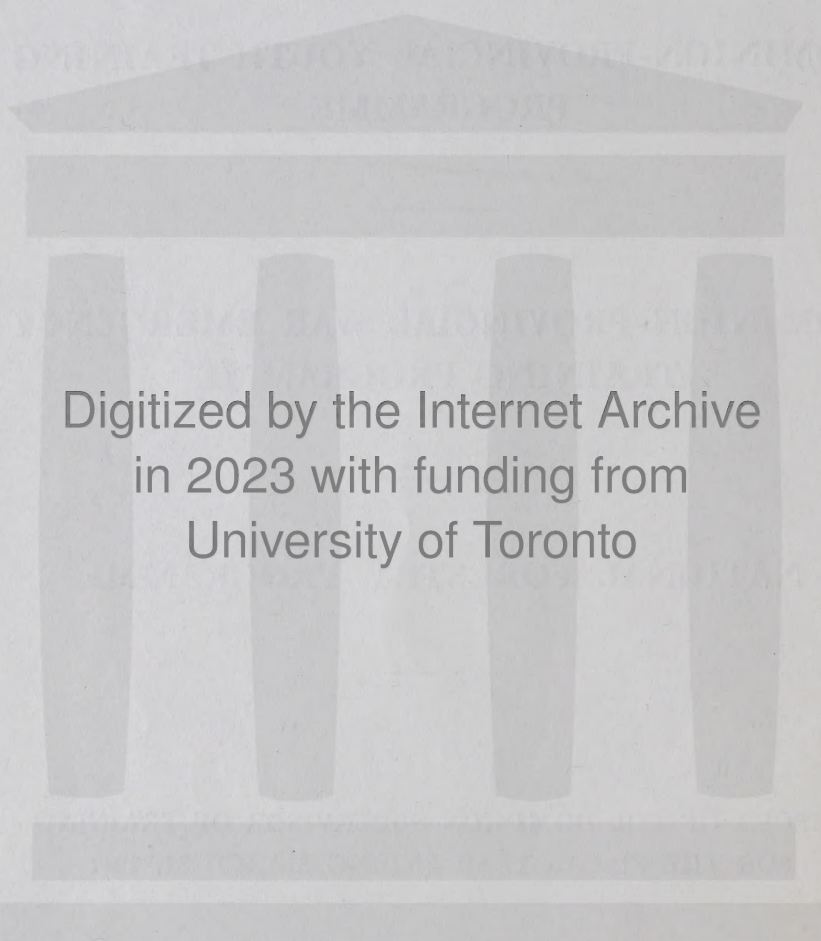
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To the Hon. NORMAN A. McLARTY,
Minister of Labour,
Ottawa.

SIR,—The Youth Training Act, 1939, provides that a report shall be laid before Parliament within thirty days after the end of each fiscal year, or if Parliament is not then in session shall be published and made available for distribution by the Department of Labour containing a full and correct statement of moneys expended and obligations contracted under the Act.

I have the honour to transmit herewith the report of Mr. R. F. Thompson, Dominion Supervisor of Training, which sets forth statements of expenditures and obligations contracted during the fiscal year ending March 31, 1941, together with other detail concerning the administration of the Act. The report also covers the administration of the Dominion-Provincial War Emergency Training Programme which was carried on under the agreements entered into pursuant to the Youth Training Act, but with funds allotted from the War Appropriation. In addition the National Forestry Programme which was carried out under Agreements entered into pursuant to The Unemployment and Agricultural Assistance Act, 1940, is dealt with, as the arrangements covered by these agreements constituted a part of the Youth Training Programme.

Respectfully submitted,

BRYCE M. STEWART,
Deputy Minister of Labour.

Dominion-Provincial Youth Training Programme

Dominion-Provincial War Emergency Training Programme

National Forestry Programme

REPORT OF THE DOMINION SUPERVISOR OF TRAINING

To DR. BRYCE M. STEWART,
Deputy Minister of Labour.

SIR,—The undersigned begs to report as follows concerning the administration of The Youth Training Act, 1939, during the fiscal year ending March 31, 1941:—

During the fiscal year just closed the Department of Labour, with the co-operation of the provinces, conducted in addition to the Youth Training Programme, The War Emergency Training Programme and the National Forestry Programme, the former designed to train skilled and semi-skilled workers for industries engaged in war work and the armed forces, the latter primarily as a means of physical rehabilitation for unemployed young men in necessitous circumstances. These three programmes are dealt with separately hereunder in the order mentioned.

DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME

On March 31, 1941, the Dominion-Provincial Youth Training Programme completed its fourth year of operation and its second year of operation under the Youth Training Act, 1939. An amount of \$1,500,000 was appropriated by Parliament for carrying out the purposes of the Act during the fiscal year. The agreements entered into with the provinces under the provisions of the Act during the previous year continue in force until March 31, 1942. The amounts allotted to the provinces under these agreements for the fiscal year 1940-41, together with the Dominion's commitments and disbursements to March 31, 1941, and the dates on which the agreements were entered into are shown in the following table:—

TABLE 1.—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME
DOMINION COMMITMENTS AND DISBURSEMENTS APRIL 1, 1940 TO MARCH 31, 1941

	Date of Agreement	Dominion Allotments	Dominion Commitments to Schedules	Claims Paid by Dominion to Mar. 31/41
		\$	\$	\$
Prince Edward Island.....	Aug. 3/39	20,000 00	18,550 00	3,801 96
Nova Scotia.....	July 7/39	20,000 00	20,000 00	10,057 02
New Brunswick.....	July 21/39	60,000 00	60,000 00	25,906 34
Quebec.....	Feb. 27/40	325,000 00	320,500 00	77,661 91
Ontario.....	July 26/39	275,000 00	241,000 00	217,846 06
Manitoba.....	July 17/39	140,000 00	116,875 00	60,025 12
Saskatchewan.....	June 29/39	135,000 00	132,575 00	95,681 90
Alberta.....	July 10/39	125,000 00	117,000 00	87,076 94
British Columbia.....	July 8/39	120,000 00	110,800 00	56,961 69
		1,220,000 00	1,137,300 00	635,018 94

The agreements provide that those eligible to participate in training projects are young men and young women between the ages of 16 and 30 who are not gainfully employed and whose families are not in a position to pay the full cost of their training.

As in previous years schedules of training projects proposed to be carried out in the various provinces were submitted by the provincial authorities, and if approved by the Dominion became integral parts of the agreements. The costs of the Youth Training Programme exclusive of administration are borne 50 per cent by the Dominion, and 50 per cent by the province concerned, the provincial government making the expenditures in the first instance, the Dominion reimbursing the province for 50 per cent of expenditures following the receipt and audit of claims. Administration expenses are borne by the provinces.

The purposes of the Youth Training Programme are to fit unemployed young people for employment by the following means:—

- (a) By providing theoretical and technical instruction, as well as practical work experience.
- (b) By improving their physical fitness.
- (c) By maintaining morale and instilling work habits and a sense of discipline.

The projects carried on under the Youth Training Programme are not all designed to train young people for wage-earning employment. The rural classes are conducted with a view to giving young people from the farms the necessary training and knowledge to not only increase their efficiency as farm operators but to improve the standards of rural home life and develop rural leadership. The physical recreation centres are, of course, designed to build up physical fitness.

ADAPTATION OF YOUTH TRAINING TO WAR NEEDS

Following the outbreak of war in 1939, certain adaptations of projects were made to meet the greater demand for technicians not only in industry but in the armed forces. During the fiscal year 1940-41, the classes established during the previous year to train aircraft mechanics and wireless operators for the Royal Canadian Air Force were expanded. The War Emergency Training Programme carried out with the co-operation of the provinces under the terms of the Youth Training Agreements with certain restrictions removed but with moneys from the War Appropriation, was initiated to train skilled and semi-skilled workers for industries engaged in war work and the armed forces. These matters are dealt with in detail in later sections of this report.

During the past fiscal year stress was laid on the physical recreation centres, and in addition efforts were made to show young people what was at stake in the present conflict, together with the responsibilities as well as the privileges of citizenship in the Canadian democracy.

AIRCRAFT MECHANICS FOR R.C.A.F.

With the co-operation of the four Western Provinces, Ontario and New Brunswick, classes were inaugurated in 1939 to train young men between the ages of eighteen and thirty years, desirous of subsequently enlisting with the R.C.A.F. as aero-engine fitters, airframe mechanics, and wireless operators. During the fiscal year 1940-41 these classes were continued in the six provinces above mentioned and considerably expanded. The province of Quebec also established a centre for this type of training during the year just closed.

All trainees for these classes were selected from young men of secondary school education after medical examination, and the instruction given followed the syllabi drawn up by the R.C.A.F. who loaned the necessary equipment.

From the commencement of these classes in 1939 to March 31, 1941, 7,226 young men received training in these classes of which 3,755 have completed their training and enlisted. At the end of the fiscal year 2,199 trainees were still receiving training. In addition to enlistments with the R.C.A.F. some of those trained as wireless operators enlisted in other branches of His Majesty's armed forces.

Details regarding the numbers who received training as aircraft mechanics and wireless operators during the fiscal year 1940-41 are shown in table 2 while the numbers who completed training and enlisted during the same period are shown in table 3.

The Dominion's contribution towards the cost of these classes for ground mechanics was generally 50 per cent. To reimburse in part those provinces who assumed 50 per cent of the cost authority was obtained by Order in Council issued pursuant to the War Measures Act, for a refund by the Dominion to the province from the War Appropriation of \$100 for each aero-engine fitter and aircraft mechanic who enlisted with the R.C.A.F., and a similar refund in respect to each wireless operator who enlisted in any of His Majesty's military, naval or air forces, Canadian or Imperial, for active service, relative to wireless operation.

OTHER YOUTH TRAINING PROJECTS

Prince Edward Island—

- (a) Homecraft and handicraft classes for rural young women.
- (b) General and specialized agricultural classes for rural young men.
- (c) Occupational classes for young men in farm mechanics, carpentry, blacksmithing, boat building and fishery work.
- (d) Aid for university students.

Nova Scotia—

- (a) Industrial apprenticeships of various kinds on the Island of Cape Breton.
- (b) Homecraft and handicraft classes for rural young women.
- (c) Classes for rural young men in egg and poultry grading, caponizing, soils and crops, and fruits and vegetables.

New Brunswick—

- (a) Agricultural and farm mechanics' classes for rural young men.
- (b) Homecraft and handicraft classes for rural young women.
- (c) Home service training schools for young women.
- (d) Physical training and citizenship centres.

Quebec—

- (a) Mining training.
- (b) Industrial training and placement work.
- (c) Homecraft and handicraft courses for rural young women.
- (d) Classes for rural young men in farm mechanics, tobacco curing and drying and hop curing, dairying, farm apprentices, rural co-operatives and credit unions, growing and processing of flax, rural leaders, craft workers in wood, training of herdsmen, and instruction for fishermen in navigation, packing, curing and processing of fish.
- (e) Home service training schools for young women.
- (f) Aid for university students.

Ontario—

- (a) Industrial training in welding, machine shop, and aircraft sheet metal.
- (b) Apprenticeship classes.
- (c) Home service training schools for young women.
- (d) Farm apprenticeships for young men.

Manitoba—

- (a) Industrial classes for young men.
- (b) Home service training schools for young women.
- (c) Homecraft and handicraft classes for rural young women.
- (d) Agricultural classes for rural young men.
- (e) Physical training and citizenship centres.
- (f) Aid for university students.

Saskatchewan—

- (a) Agricultural courses for rural young men including citizenship.
- (b) Aid for university students.

Alberta—

- (a) General agricultural courses for rural young men and women.
- (b) Farm mechanics.
- (c) Farm apprenticeships.
- (d) Home service training schools for young women.
- (e) Industrial training classes for young men and women.
- (f) Aid for university students.
- (g) Physical training and citizenship centres.

British Columbia—

- (a) Home service training schools for young women.
- (b) Industrial training classes for young men and women.
- (c) Physical training and citizenship centres.
- (d) Agricultural classes for rural young men and women.
- (e) Aid for university students.

PLACEMENT

During the fiscal year 1940-41 special emphasis was again placed on the finding of employment for those who had completed a course under the Youth Training Programme designed to fit them for wage earning work. The facilities of the Employment Service of Canada were utilized for this purpose and were supplemented by project supervisors and placement officers. In addition assistance was given in the finding of employment for those who had completed training by many of the class instructors, and by local committees in many places.

Table 3 herein, sets forth by provinces the numbers who were placed in wage earning employment and those who enlisted during the fiscal year ending March 31, 1941. Apart from those placed through the facilities of the Youth Training Programme many trainees on completion of their course found employment through their own efforts while in addition to those who found wage earning employment a large number of others were enabled to become gainfully employed on their own behalf in such occupations as egg and poultry grading; catering for tourists; sale of home baked products; sale of handicraft work and sewing; and dressmaking. There are no records available as to the number in this category and they are not included in Table 3.

The percentage of those trained who were placed in employment varied considerably from one province to another owing to differences in the policies adopted provincially in selecting trainees. In some provinces enrolments were restricted to those for whom immediate employment was available. In other provinces enrolments were not confined to this class, training being given on the assumption that if and when vacancies of a skilled or semi-skilled nature occurred, young people would be able to fill them if they had previously obtained the requisite degree of training.

PROVINCIAL ADMINISTRATION

Projects carried out under the Dominion-Provincial Youth Training Programme are administered by the provinces and any requests for information or applications for training should be addressed to the provincial officials in charge who are as follows:—

Prince Edward Island.....	W. R. Shaw, Esq., Deputy Minister of Agriculture, Charlottetown.
Nova Scotia.....	Dr. F. H. Sexton, Director of Technical Education, Department of Education, Halifax. Dr. W. V. Longley, Director of Extension, Department of Agriculture, Truro.
New Brunswick.....	Dr. F. Peacock, Director of Educational Services, Fredericton.
Quebec	Jean Bruchesi, Esq., Deputy Provincial Secretary, Quebec City.
Ontario	J. F. Marsh, Esq., Deputy Minister of Labour, Toronto.
Manitoba	George Collins, Esq., Assistant Deputy Minister of Public Works, Winnipeg.
Saskatchewan	Dr. J. H. McKechnie, Deputy Minister of Education, Regina.
Alberta	Dr. G. F. McNally, Deputy Minister of Education, Edmonton.
British Columbia.....	E. W. Griffith, Esq., Administrator, Unemployment Relief Branch, Department of Labour, Victoria. Lt.-Col. F. T. Fairey, Director of Technical Education, Department of Education, Victoria.

TABLE 2—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAM
STATISTICAL SUMMARY FOR THE FISCAL YEAR ENDING MARCH 31, 1941 (Subject to Revision)

	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	Dominion Total
A. Total given training—										
Male.....	228	531	914	2,000	3,779	4,846	3,423	7,466	4,151	27,338
Female.....	156	423	1,405	376	453	2,689	40	5,246	6,760	17,548
Total.....	384	954	2,319	2,376	4,232	7,535	3,463	12,712	10,911	44,886
B. Discontinued before completion of course—										
Male.....	23	37	94	349	66	336	166	347	75	1,493
Female.....	5	3	60	103	96	343	.....	150	127	887
Total.....	28	40	154	452	162	679	166	497	202	2,380
C. Total days' training.....	13,664	43,929	63,581	130,096	318,137	166,208	126,619	203,268	140,096	1,205,601
Total number given training various types of projects										
D. Projects designed to train for wage-earning employ- ment—										
Mining.....	.....	.....	.....	243	.....	.....	.....	.....	.....	243
Urban Occupational.....	96	303	.....	927	817	3,140	.....	1,519	955	7,757
Home Service Training.....	.....	.....	108	256	451	282	.....	241	128	1,456
Farm Apprenticeship.....	.....	24	.....	.....	1,267	.....	8	114	.....	1,413
Total projects designed to train for wage-earning employment.....	96	327	108	1,426	2,535	3,422	8	1,874	1,083	10,879
E. R.C.A.F. Classes.....	.....	.....	645	157	1,697	717	1,726	*69	525	5,536
F. Other Projects—										
Agricultural and Rural Training Courses.....	276	627	1,262	730	.....	806	1,190	1,588	908	7,387
Physical Training Courses.....	.....	.....	304	.....	.....	2,555	511	9,126	8,351	20,817
Student Aid.....	12	.....	.....	63	.....	35	28	55	44	237
Total Other Projects.....	288	627	1,566	793	.....	3,396	1,729	10,769	9,303	28,471
Grand Total all courses, April 1, 1940, to March 31, 1941.....	384	954	2,319	2,376	4,232	7,535	3,463	12,712	10,911	44,883

* In Alberta the major portion of training in R.C.A.F. classes was carried on under the War Emergency Training Program, information concerning which is shown in Table No. 5.

TABLE 3—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME
NUMBERS PLACED IN EMPLOYMENT AND NUMBERS ENLISTED FROM YOUTH TRAINING CLASSES, APRIL 1, 1940, TO MARCH 31, 1941

Course	Prince Edward Island		Nova Scotia		New Brunswick		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		Totals	
	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed	Em- ployed	En- listed
Mining.....							99												99	
Men's Urban.....			119	6			268		528	9	1,300	316			325	213	98	13	2,638	557
Women's Urban.....									2		586		19		117		156		880	
Women's Home Service.....					67		29		335		148		9		126		68		782	
R.C.A.F.....					3	350			24	1,042	47	484	62	925		*63	9	311	145	3,175
Farm Apprenticeship.....			5						998				5		45	15			1,053	15
Other Projects—Men.....	35	5					43					1			33				119	6
Other Projects—Women.....	20				8						31				11		4		74	
Total—Men.....	35	5	124	6	3	350	410		1,550	1,051	1,347	801	67	925	403	291	115	324	4,054	3,753
Total—Women.....	20				75		29		337		765		28		254		228		1,736	
Totals.....	55	5	124	6	78	350	439		1,887	1,051	2,112	801	95	925	657	291	343	324	5,790	3,753

* In Alberta the major portion of training in R.C.A.F. classes was carried on under the War Emergency Training Programme, information concerning which is shown in Table No. 5.

From the beginning of the programme in May, 1937, to April 1, 1941, 58,686 trainees were enrolled in projects designed to train them for wage-earning employment; 13,041 were discharged or discontinued their training, and 2,867 were still under training on March 31, 1941. Of the remainder, 21,179 or 49.5 per cent found employment. The above table does not include many who, after the completion of their training, either found wage-earning employment themselves or became gainfully employed on their own behalf.

TABLE 4—DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME
CLASSES OR PROJECTS HELD DURING 1940-41

	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	Totals
Mining.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
R.C.A.F.....	.....	.....	3	1	1	1	3	3	1	13
Urban Men.....	4	.....	.....	1	11	14	.....	13	10	53
Home Service Training Schools.....	.....	.....	2	3	4	3	.....	2	2	16
Urban Women.....	.....	.....	.....	.....	.....	2	.....	.....	12	14
Apprenticeship and Learnership.....	.....	3	.....	.....	1	1	.....	.....	.....	5
Rural Women.....	4	17	69	2	.....	25	.....	2	.....	119
Rural Men and Women.....	1	1	.....	.....	.....	.....	.....	22	20	44
Rural Men.....	3	10	4	10	.....	6	40	8	.....	81
Farm Apprenticeship.....	.....	1	.....	1	1	.....	1	1	.....	5
Physical Recreation.....	.....	.....	11	.....	.....	29	12	174	130	356
Student Aid.....	1	.....	.....	1	.....	1	1	1	1	6
Totals.....	13	32	89	20	18	82	57	226	176	713

DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

In addition to the industrial training centres carried on under the Dominion-Provincial Youth Training Programme, the Dominion secured the co-operation of the provincial governments in inaugurating specialized courses to train skilled and semi-skilled workers for war industries and the armed forces during the summer of 1940. This programme was carried on under authority of Order in Council P.C. 4506 of September 11, 1940, which invoked the War Measures Act for the purpose of overcoming certain restrictions of the Youth Training Act and agreements thereunder, particularly as to the circumstances and age limit of trainees and as to the percentage of the Dominion contribution.

Funds were made available from the War Appropriation for the purposes of carrying on this training and special schedules were appended to all Youth Training agreements except that with the province of Prince Edward Island containing regulations respecting the carrying on of the programme. In the case of Prince Edward Island there were not suitable facilities for training within the province nor were there any industries in that province engaged on war contracts.

The Dominion Government assumed 100 per cent of the cost of this training of skilled and semi-skilled workers for war industries and the armed forces with the exception of administration expenses which were borne by the provinces and the cost of any additional machine equipment necessary which was borne 50 per cent by the Dominion and 50 per cent by the province concerned.

During the summer vacation period the programme was carried on in 65 centres with a total enrolment of 11,606. The training was given in the vocational shops of the regular technical schools, the use of which were made available by the local authorities without charge and in special Youth Training centres.

Generally, 44 hours training was given each week and each trainee received between 400 and 500 hours intensive instruction. Classes were conducted in machine shop, bench fitting, aircraft manufacturing, sheet metal work, welding (both electric and acetylene), woodworking, motor mechanics and electricity. Provision was made for a certain amount of technical instruction in related subjects such as drafting and drawing, blue-print reading, shop mathematics, etc.

The training of women was restricted to cases where an individual employer asked that a group be trained for a specific occupation in which the employer agreed to furnish employment to those satisfactorily completing the course. The only province where women were trained under this summer programme was Ontario where 1,343 women were enrolled, about 60 per cent of whom were trained in power sewing machine operating.

The minimum age of trainees was 16 years and the maximum 60, with the stipulation that in the case of those over 30 years of age, training should be given only to men who had had some previous experience at a trade in which they required a refresher course.

Provision was made for the payment to trainees of a living allowance not in excess of \$7 per week in the case of those living away from their homes during the training period and where necessary a weekly allowance not in excess of \$3 to trainees living at home during said period.

On the termination of this summer programme, arrangements were made with the provinces to carry on this training for war industries in the vocational shops of the technical schools throughout the entire year wherever the local need for skilled or semi-skilled workers for war work was apparent. It was pointed out to the provincial authorities that while it would not appear to be wise to interfere unduly with the regular day classes in the schools, the situation was sufficiently urgent to warrant the elimination of the ordinary night classes in many of the technical schools except in so far as these were used as refresher or supplementary training by those already employed during the day in essential industries. Arrangements were made whereby these War Emergency Training classes were carried on from 4 p.m. until midnight for the training of workers for war industries and the training of enlisted men for the armed forces. In some cases where the army referred enlisted men to the schools for training as tradesmen, the schools were operated in three shifts, army tradesmen receiving their training from 11 or 12 o'clock at night until 7 or 8 o'clock in the morning.

REPORT OF THE INTER-DEPARTMENTAL COMMITTEE ON LABOUR CO-ORDINATION AND EXPANSION OF WAR EMERGENCY TRAINING PROGRAMME

On December 28, 1940, the Inter-Departmental Committee on Labour Co-ordination, which had been studying the question of labour supply, reported regarding the requirements of war industries and the armed forces in respect to trained workers for 1941 and recommended the expansion of the War Emergency Training Programme to provide for the training of 50,000 skilled and semi-skilled workers in vocational schools and special training centres during the year. The committee also reported that 50,000 skilled and semi-skilled workers should be trained in industry during 1941. Mr. A. W. Crawford of the Ontario Department of Labour, who had been loaned to the Dominion as a special assistant to the Inter-Departmental Committee on Labour Co-ordination, was placed in charge of training in industry. Mr. Crawford's report on this phase of the War Emergency Training Programme is included in this report as Appendix "A". A copy of the report of the Inter-Departmental Committee was published in the January, 1941, issue of the *Labour Gazette*, and was later reprinted as a separate document.

To implement the recommendations of the Inter-Departmental Committee on Labour Co-ordination additional funds were made available from the War Appropriation to provide for the expanded War Emergency Training Programme to March 31, 1941, and the schedules of the Youth Training agreements governing the project were amended to provide for the changes in the programme recommended by the Committee, which were chiefly as follows:—

1. That preference be given in the selection of trainees to the following categories in the order named:

- (a) Veterans of the 1914-1918 war and those discharged from active service in His Majesty's armed forces engaged in the present war;

- (b) Men over 40 years of age;
- (c) Women and other men over 16 years of age;

it being provided that all trainees selected from these categories must be capable of benefitting by the training and physically able to do the work required.

2. That weekly allowances to trainees in the vocational schools and special training centres under the programme be paid as follows:

- (a) to heads of families, \$12;
- (b) to unmarried trainees living away from home \$7, except in those areas where board and lodging could not be obtained at that rate, in which cases up to a maximum of \$9 might be paid;
- (c) single trainees living at home not to receive any allowance except
 - (i) where they had given up employment to attend a class; or
 - (ii) where there was financial need; in such cases the maximum weekly allowance to be \$3.

Under the expanded programme, training was given in aircraft manufacturing, machine shop, sheet metal, welding (acetylene and electric), industrial chemistry, cooking (for women in Ontario for Army Auxiliary Services), electricity and radio mechanics, pattern making and power machine sewing (for women in Ontario). Special courses for fine instrument repair were inaugurated at the Central Technical School, Toronto, Dalhousie University and the University of British Columbia, and a tool improvers' course at the Westdale School, Hamilton, Ontario. The usual length of courses was three months, except in the case of the special courses, which were of a somewhat longer duration. No courses were carried on in skills for which less than four weeks' training is required. In training enlisted men referred to the schools by the Army, the instruction given was for blacksmiths, bricklayers, carpenters and joiners, concretors, electricians, engine artificers, machine shop fitters, draughtsmen, motor mechanics, plumbers and tinsmiths.

Although there were no suitable vocational shops or other adequate facilities for industrial training for war work in the province of Prince Edward Island it was felt that persons from that province should have an opportunity of serving in the war effort by assisting in the production of munitions and other war industries and arrangements were made whereby a specified number of trainees from Prince Edward Island would be enrolled in training centres in the provinces of New Brunswick and Nova Scotia. As its contribution to this training the provincial government of Prince Edward Island paid the cost of transportation for trainees attending these classes.

The travelling expenses of trainees to the training centres and return to their homes or to certified employment, were provided under the programme where necessary.

Each trainee who satisfactorily completed a War Emergency Training Course was given a certificate by the head of the school setting forth the period of his instruction, the different categories of work involved and his grading in each.

The numbers trained under the War Emergency Training Programme, together with information regarding the disposition of those who completed

training is shown in Table No. 5, while particulars of the numbers in training at March 31, 1941, in each training centre in the different trade categories is contained in Tables 7 and 8. Table 11 sets forth the Dominion's commitments and disbursements under the War Emergency Training Programme to March 31, 1941.

PLACEMENT

Lists containing information regarding war contracts awarded were sent to each province and the authorities were asked to ascertain either through the staffs of the schools, the Employment Service Offices, or through special placement officers the labour requirements of these firms. They were also asked to arrange that close contact be maintained between industry and the schools so that the training given would meet the requirements of the employers.

Particular attention was paid to the matter of obtaining sponsorship of trainees by industry and in many instances, notably in Ontario, industry referred groups of students to the local schools asking that they be trained along certain definite lines and promising to take into their employ all those who satisfactorily completed their training. These industries maintained close contact with the schools throughout the operation of the classes. In other cases definite weekly or monthly quotas were supplied employers as required. Where necessary surplus trainees from one area were transferred to other areas where they were needed.

Table 5 contains information regarding the numbers placed in employment, together with the numbers who have enlisted with the armed forces.

WAR EMERGENCY TRAINING CONFERENCE

A conference was called by the Minister of Labour to meet at Ottawa from March 17 to 19, which was attended by approximately thirty representatives of the Dominion and Provincial Governments. The conference proved most helpful in the exchanging of ideas and suggestions between different provincial administrations and in the formulation of plans and procedures to be followed in the carrying on of the Programme in the future.

PROVINCIAL ADMINISTRATION

The local administration of the Dominion-Provincial War Emergency Training Programme in each province was under the jurisdiction of the provincial governments. A Regional Director of the War Emergency Training Programme was appointed by the Dominion in each province. In provinces where more than one department was connected with the Training Programme an inter-departmental committee was established of which the Regional Director was chairman. Provincial officials were selected to act as Regional Directors of the Programme in all provinces except Quebec, Ontario and Manitoba, where new appointments were made by the Dominion.

Applications for training under the Programme or requests for information should be addressed to the nearest training centre or to the Regional Director of the Dominion-Provincial War Emergency Training Programme for the province. The Regional Directors and their addresses follow:—

Prince Edward Island.....	W. R. Shaw, Esq., Deputy Minister of Agriculture, Charlottetown.
Nova Scotia	Dr. F. H. Sexton, Director of Technical Education, Department of Education, Halifax.
New Brunswick	W. K. Tibert, Esq., Director of Vocational Education, Department of Education, Fredericton.
Quebec	J. Theo. Lamontagne, Esq., Regional Director, War Emergency Training Pro- gramme, 129 Cote de la Montagne, Quebec City.
Ontario	H. H. Kerr, Esq., Regional Director, War Emergency Training Pro- gramme, East Block, Parliament Buildings, Toronto.
Manitoba	C. S. Landon, Esq., Regional Director, War Emergency Training Pro- gramme, 4th Floor, Customs Building, Winnipeg.
Saskatchewan	W. A. Ross, Esq., Regional Director, War Emergency Training Pro- gramme, Department of Education, Regina.
Alberta	J. H. Ross, Esq., Regional Director, War Emergency Training Pro- gramme, Provincial Building, 101-8th Avenue, Calgary.
British Columbia	Lt.-Col. F. T. Fairey, Director of Technical Education, Department of Education, Victoria.

TABLE 5—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

NUMBERS PROVIDED TRAINING AND NUMBERS PLACED

() Cumulative Totals to March 31, 1941, and Numbers in Training at March 31, 1941*

	Numbers in Training		Placements, Enlistments and Withdrawals			
	Cumulative Totals (*)	At end of March, 1941	Placed in Employment Cumulative	Enlisted Cumulative	Completed Training not reported placed (2) Cumulative	Left before Training completed (3) Cumulative
DOMINION SUMMARY—						
Industrial Classes.....	24,247	5,512				
R.C.A.F. Classes (*).....	533	319	10,722	368	3,270	3,854
Army Classes.....	3,193	2,429	74	169		64
Total.....	27,973	8,260	10,796	537	3,270	3,918
NOVA SCOTIA—						
Industrial Classes.....	224	87	117	3		26
Army Classes.....	310	142				
Total.....	534	229	117	3		26
NEW BRUNSWICK—						
Industrial Classes.....	634	166	196	20	154	86
Army Classes.....	99	90				
Total.....	733	256	196	20	154	86
QUEBEC—						
Industrial Classes.....	2,472	364	881	3	979	659
Army Classes.....	28	23				
Total.....	2,500	387	881	3	979	659
ONTARIO—						
Industrial Classes.....	17,434	3,396	8,585	109	1,685	2,473
Army Classes.....	1,285	1,159				
Total.....	18,719	4,555	8,585	109	1,685	2,473

MANITOBA— Industrial Classes..... Army Classes.....	350 318	87 227	49	136	60	21
	668	314	49	136	60	21
Total.....						
SASKATCHEWAN— Industrial Classes..... Army Classes.....	516 137	204 134	241	12	27	32
	653	338	241	12	27	32
Total.....						
ALBERTA— Industrial Classes..... R.C.A.F. Classes (1)..... Army Classes.....	1,673 533 434	774 319 379	554 74	70 169	190	419 64
	2,640	1,472	628	239	190	483
Total.....						
BRITISH COLUMBIA Industrial Classes..... Army Classes.....	944 582	434 275	99	15	175	138
	1,526	709	99	15	175	138
Total.....						

(1) While the major portion of R.C.A.F. classes in Alberta were carried on under the War Emergency Training Programme, all other R.C.A.F. classes were conducted under the Youth Training Programme and are covered in tables Nos. 2, 3 and 6.

(2) Including those who, after completion of training, obtained employment themselves without reporting to Placement Officers.

(3) Including those who left voluntarily or for medical reasons or were discharged.

(4) Cumulative totals are from July 1, 1940, for Industrial and Army Classes and from April 1, 1940, for R.C.A.F. classes in Alberta.

In addition to those in industrial classes under the War Emergency Training Programme many of those trained under the Youth Training Programme were given industrial training which would fit them for employment in war work. Consequently, in determining the scope of Canada's training for war work the numbers trained under the War Emergency Training Programme must be supplemented by the numbers

given training of this nature under the Youth Training Programme and the numbers trained for the R.C.A.F. The table which follows shows the numbers enrolled under the Youth Training Programme in courses which would fit them for employment in war work. These numbers are of course also included in Table 2 on page 10, which gives a statistical summary of the Youth Training Programme for the fiscal year ending March 31, 1941.

TABLE 6—NUMBERS TRAINED AND DISPOSITION OF TRAINEES IN INDUSTRIAL COURSES ALLIED TO WAR PRODUCTION AND R.C.A.F. CLASSES UNDER THE YOUTH TRAINING PROGRAMME DURING FISCAL YEAR 1940-41

	Numbers in Training		Placements, Enlistments and Withdrawals			
	Cumulative Totals (3)	At end of March, 1941	Placed in Employment	Enlisted	Completed Training not reported placed (1)	Left before Training completed (2)
			Cumulative	Cumulative	Cumulative	Cumulative
DOMINION SUMMARY—						
Industrial Classes.....	4,511	989	1,196	316 *	753	616
R.C.A.F. Classes (4).....	5,560	1,880	145	3,175	83	418
Total.....	10,071	2,869	1,341	3,491	836	1,034
NOVA SCOTIA—						
Industrial Classes.....	191	87	64	3	12	16
R.C.A.F. Classes.....						
Total.....	191	87	64	3	12	16
NEW BRUNSWICK—						
Industrial Classes.....						
R.C.A.F. Classes.....	645	152	3	350		65
Total.....	645	152	3	350		65
QUEBEC—						
Industrial Classes.....	1,127	393	126	2	26	114
R.C.A.F. Classes.....	157	134				23
Total.....	1,84	57	126	2	26	137
ONTARIO—						
Industrial Classes.....	622	567	399	9	301	17
R.C.A.F. Classes.....	1,697	598	4	1,04		33
Total.....	2,319	860	403	1,051	301	50

MANITOBA— Industrial Classes..... R.C.A.F. Classes.....	1,506 717	233 335	495 47	214 484	219	234 84
	2,223	568	542	698	219	318
SASKATCHEWAN— Industrial Classes..... R.C.A.F. Classes.....	1,76	518	62	95	54	161
	1,76	518	62	95	54	161
ALBERTA— Industrial Classes..... R.C.A.F. Classes (4).....	762 93		30	75 63	120 15	203 15
	855		30	138	135	218
BRITISH COLUMBIA— Industrial Classes..... R.C.A.F. Classes.....	303 525	14 143	82 9	13 311	75 14	32 37
	828	157	91	324	89	69

(1) Including those who, after completion of training, obtained employment themselves without reporting to Placement Officers.

(2) Including those who left voluntarily or for medical reasons or were discharged.

(3) Cumulative totals are from April 1, 1940.

(4) In Alberta the major portion of training in R.C.A.F. classes was carried on under the War Emergency Training Programme, information concerning which is shown in table No. 5.

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME
NUMBERS OF TRAINEES IN INDUSTRIAL CLASSES AT MARCH 31, 1941, BY TRADE CATEGORIES AND TRAINING CENTRES

CENTRES AND SCHOOLS	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total
<i>Nova Scotia—</i>							
Halifax N.S. Technical College.....			24	32			24
New Glasgow Training Centre.....				31			32
Trenton Training Centre.....							31
Total.....			24	63			87
<i>New Brunswick—</i>							
Campbellton High.....				24			24
Federicton High.....				34			34
Moncton High.....			53				53
Saint John Vocational.....			41		14		55
Total.....			94	58	14		166
<i>Quebec—</i>							
Grand'Mère Arts and Trades.....			39				39
Hull Technical.....		13	32	11			56
Lachine Arts and Trades.....			14				14*
Lauson Arts and Trades.....			18				18*
Montreal Maisonneuve Technical.....			3				3*
Montreal Sherbrooke St. Technical.....		16					16
Quebec Technical.....		16	63				79
Rimouski Arts and Trades.....		35	35			15	50
Sherbrooke Arts and Trades.....		19	19				19*
Three Rivers Technical Institute.....			50				50
Verdun Arts and Trades.....			20				20*
Total.....		45	293	11		15	364
<i>Ontario—</i>							
Belleville Vocational.....			90		43		133
Brantford Collegiate and Vocational.....			33				33
Chatham Vocational.....			13		21		34
Cornwall Vocational.....			121				121
Fort William Vocational.....	251						251
Galt Dominion-Provincial School.....				69			69
Hamilton Technical Institute.....			216	12	39	8	275

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME—Concluded

CENTRES AND SCHOOLS	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total
<i>British Columbia—</i>							
Kelowna Junior High.....			44				44
New Westminster Technical.....			26				26
Penticton High.....			40				40
Vancouver.....						6	6
University of British Columbia.....	220				12		232
“ King Edward High.....			25				25
“ John Oliver High.....			27				27
“ Robson St. Centre.....	14						14
Vernon High.....			20				20
Total.....	234		182		12	6	434
DOMINION TOTALS.....	609	387	3,320	470	441	285	5,512

* Completed Training March 31st and placed in employment within a few days after that date.

TABLE 8—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME
NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AND TRAINING CENTRES AT MARCH 31, 1941

CENTRE AND SCHOOL	Auto Mechanics	Black- smiths	Carpentry and Woodwork	Draught- ing	Elec- tricity	Fitters and Artificers	Tinsmiths and Copper- smiths	Welding	Plumbing	Other Trades	Total
<i>New Scotia—</i>											
Halifax—N.S. Technical College.	40	15		29	29			13	16		111
New Glasgow Training Centre.											31
Total.....	40	15		29	29			13	16		142
<i>New Brunswick—</i>											
Campbellton High.....	15										15
Saint John Vocational.....	20		19	3	9						51
Fredericton High.....	14										14
Woodstock Vocational.....		10									10
Total.....	49	10	19	3	9						90
<i>Quebec—</i>											
Montreal—Sherbrooke St. Tech.						3		20			20
Quebec Technical.....											3
Total.....						3		20			23
<i>Ontario—</i>											
Brantford—Coll. and Voc. Inst.					12			20			20
Chatham Vocational.....	32		12		15	28					56
Cornwall Vocational.....			38								81
Guelph Vocational.....			11								11
Hamilton—Technical Institute.	76					61					76
" Ont. Training College.								53			61
" Westdale Technical.....			14								67
Kingston Collegiate and Voc. Inst.....			18		13						18
Niagara Falls Vocational.....			7								20
Oshawa Collegiate and Voc. Inst.	17		12		20	22					29
Ottawa Technical.....			23		37						65
Peterborough Vocational.....						10					37
Sarnia Collegiate and Tech. Inst.	14				18		8				24
St. Catharines Coll. & Tech. Inst.			16								42
St. Thomas Vocational.....	32					66					32
Toronto—Central Tech.	24	20			16	17	24	9		(937	196
" —Danforth Tech.....	45					36		14			76
" —Northern Vocational.....	18				21						75
" —Western Tech. Com- merce.....	24						10				34

CENTRE AND SCHOOL	Auto Mechanics	Black- smiths	Carpentry and Woodwork	Draught- ing	Elec- tricity	Fitters and Artificers	Tinsmiths and Copper- smiths	Welding	Plumbing	Other Trades	Total
<i>Ontario</i> —Concluded											
Welland Vocational.....	18		9		15						42
Weston Vocational.....	20		15								35
Windsor.....	34					14		14			48
Woodstock.....											14
Total.....	354	20	175		167	254	42	87	23	37	1,159
<i>Manitoba</i> —											
Winnipeg—Dom. Prov. Training Centre.....	50		19	12			16				97
“ —St. John's Tech.....		15	14								29
“ —Kelvin Tech.....		11	15		20	20					66
Brandon Technical.....	20										20
St. Boniface Vocational.....	15										15
Total.....	85	26	48	12	20	20	16				227
<i>Saskatchewan</i> —											
Regina Balfour Technical.....	29		22								51
Saskatoon Tech.....	31	31	21								83
Total.....	60	31	43								134
<i>Alberta</i> —											
Calgary—West. Canada High Exhibits Bldg.....	41	21	39		33		17				134
Edmonton Training Centre.....	19		21			50	20				88
Lethbridge Training Centre.....	14				8	66					105
Medicine Hat Training Centre.....						16		14			30
Total.....	74	21	60		41	132	37	14			379
<i>British Columbia</i> —											
Nanaimo Vocational.....	39		20								59
Vancouver—Technical.....			18		28	19	11		17	(2)15	108
“ —McDonald Annex.....	25									(2)14	25
Victoria High.....											14
“ West High.....			19								19
“ King's Road.....	23										23
“ Central Junior High.....		12				15					27
Total.....	87	12	57		28	34	11		17	29	275
Dominion Totals.....	749	135	402	44	294	443	106	134	56	66	2,429

(1)Instrument making.

(2)Concretors.

TABLE 9—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME
AGE AND SEX CLASSIFICATION OF TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM JANUARY 1ST, 1941 TO MARCH 31ST, 1941

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Nova Scotia.....	18	.....	16	.....	1	.....	.....	.....	.....	.....	35	.....	35
New Brunswick.....	33	.....	118	.....	21	.....	4	.....	2	.....	183	.....	183
Quebec.....	180	.....	284	.....	44	.....	9	.....	.....	.....	517	.....	517
Ontario.....	1,690	131	1,870	108	666	15	615	4	251	13	5,092	271	5,363
Manitoba.....	2	.....	18	.....	26	.....	34	.....	10	.....	90	.....	90
Saskatchewan.....	18	.....	85	.....	33	.....	60	.....	22	.....	218	.....	218
Alberta.....	115	.....	361	.....	122	.....	125	.....	25	.....	748	.....	748
British Columbia.....	125	.....	262	.....	87	.....	56	.....	23	.....	553	.....	553
Total.....	2,186	131	3,014	108	1,000	15	903	4	333	13	7,436	271	7,707

NOTE.—Veterans of 1914-18 War and Discharged Soldiers of Present War in War Emergency classes are included in above Classification but shown separately in Table 10.

TABLE 10.—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN INDUSTRIAL TRAINING CLASSES FROM JANUARY 1, 1941 TO MARCH 31, 1941

	Age 16 to 19	Age 20 to 29	Age 30 to 39	Age 40 to 49	Age 50 and Over	Totals
Nova Scotia.....						
New Brunswick.....		3	1		1	5
Quebec.....				3		3
Ontario.....	19	125	23	231	57	460
Manitoba.....	2	16	21	34	10	83
Saskatchewan.....	3	17	7	41	9	77
Alberta.....	5	40	26	82	15	168
British Columbia.....	1	4	3	10	5	23
Totals.....	30	205	86	401	97	819

TABLE 11.—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

DOMINION ALLOTMENTS AND CLAIMS PAID DURING THE FISCAL YEAR 1940-41 AS AT MARCH 31, 1941

	Dominion Allotments	Claims paid to March 31/41
	\$	
Nova Scotia.....	75,000	43,090 45
New Brunswick.....	93,000	47,720 25
Quebec.....	146,000	91,992 29
Ontario.....	885,000	295,405 07
Manitoba.....	55,000	10,552 97
Saskatchewan.....	51,000	15,747 72
Alberta.....	205,000	106,964 79
British Columbia.....	75,000	24,521 01
	1,585,000	635,994 55
Administration.....		2,468 32
		638,462 87

NATIONAL FORESTRY PROGRAMME

The appropriation made available by Parliament for the purposes of the National Forestry Programme during the fiscal year 1940-41 was \$360,000. Agreements were entered into with the provinces of Prince Edward Island, New Brunswick, Quebec and British Columbia pursuant to the provisions of The Unemployment and Agricultural Assistance Act, 1940, providing for a Dominion contribution of 50 per cent towards the cost of approved forestry projects in those provinces. The following table sets forth the amounts allotted to each of the provinces, the date the agreements were entered into and the Dominion's disbursements under the agreements as at March 31, 1941:—

TABLE 12

	Date of Agreement 1940	Dominion Allotment	Claims paid to March 31, 1941
		\$	\$
Prince Edward Island.....	Oct. 1	5,000 00	3,595 11
New Brunswick.....	Oct. 4	20,000 00	3,202 94
Quebec.....	Oct. 4	140,000 00	64,528 98
British Columbia.....	Sept. 27	75,000 00	14,069 47
		240,000 00	85,396 50

The agreements were similar to those entered into during the previous year and were practically identical to the Youth Training agreements. Those eligible to participate were single young men 17 to 23 years of age who were not gainfully employed and came from families in necessitous circumstances, and single men up to 27 years of age who were not gainfully employed and who had been rejected for enlistment for the present war in any of His Majesty's armed forces. The agreements provided that the selection of trainees was to be made without discrimination or favour in relation to the racial origin, religious views or political affiliations of applicants, but that preference should be given to those rejected for enlistment in the armed forces and to relief recipients. All applicants were medically examined before being accepted for training to ensure that they were physically able to do the work and were free from communicable disease.

In addition to the regular forestry work, provision was made for class instruction and for organized sports and recreation. The normal working week was forty-four hours and wet weather was generally utilized for class instruction.

The size of the camps varied according to the nature of the work being undertaken. In some cases individual trainees were posted to assist forest rangers and received instruction and training of a very valuable nature.

To ensure that all trainees were adequately clothed and to create esprit de corps, a standard uniform was provided. Half the cost of the uniform was paid by the trainee, the other half by the Project, and the uniform became the boy's property on leaving camp.

The work was laid out and supervised by trained foresters who also gave a considerable part of the class instruction. Every endeavour was made to obtain the services of foremen and sub-foremen who were not only competent from the point of view of the work to be done, but who also understood boys and could give proper leadership. It was found that the success of the Project and the results obtained were very largely dependent on the type of supervisory personnel employed.

ALLOWANCES TO TRAINEES

Allowances were paid to trainees in the different provinces at the following rates:—

Prince Edward Island—\$1 per day worked and up to 75 cents per day for board and lodging.

New Brunswick and Quebec—\$1.75 per day for each day worked with a deduction of 75 cents per day for board and lodging, but no deduction made for Sundays, statutory holidays or days not in excess of three per month when weather conditions prohibited working.

British Columbia—Trainees acting as Forest Rangers' assistants—\$45 per month when living at home or \$55 per month when away from home.

DESCRIPTION OF THE PROJECTS IN THE DIFFERENT PROVINCES

Prince Edward Island—Small crews did work on demonstration woodlots.

New Brunswick—General forestry work, cocoon collection and geological survey parties.

Quebec—General forestry work.

British Columbia—Training of Forest Rangers' assistants.

TABLE 13.—NATIONAL FORESTRY PROGRAMME
STATISTICAL SUMMARY FOR THE FISCAL YEAR ENDING MARCH 31, 1941

—	Total Enrolled	Dis- continued Training	Secured Employ- ment	Enlisted	Completed Course	Days Training Given
Prince Edward Island.....	36	5	9	3	19	2,174
New Brunswick.....	88	56	5	3	24	1,520
Quebec.....	1,019	251	172	22	574	59,941
British Columbia.....	190	44	26	5	115	14,990
	1,333	356	212	33	732	78,625

DOMINION ADMINISTRATION

The administration of the Youth Training Programme, the National Forestry Programme, and training in vocational schools and special training centres under the War Emergency Training Programme was carried on under the direction of the Dominion Supervisor of Training. The Assistant Supervisor of Training for Women's Projects, who was appointed in June, 1939, resigned on September 30, 1940. During the past fiscal year the women's courses were considerably restricted, emphasis being placed on training for war work, and it was not found necessary to fill the position of Assistant Supervisor for Women's Projects but due to the large increase in administrative work resulting from the expanded War Emergency Training Programme a general Assistant to the Supervisor of Training was appointed in January, 1941.

As explained in the section of this report dealing with the War Emergency Training Programme a Regional Director was appointed in each province to direct the Programme within the province. In the provinces of Nova Scotia, New Brunswick, Saskatchewan, Alberta and British Columbia, arrangements were made for provincial officials to act as the Regional Directors but in the provinces of Quebec, Ontario and Manitoba new appointments were made by the Dominion.

The staff of the Dominion Unemployment Relief Branch of the Department of Labour continued to be responsible for the accounting, clerical and stenographic work involved in the administration of the Training Programmes. The services of the field Representatives of the Dominion Unemployment Relief Branch were also utilized.

In July, 1940, the following individuals having special knowledge of or interest in different branches of Youth Training, who were appointed as Advisers to the Minister of Labour during the previous year, were re-appointed to serve without remuneration other than their actual travelling expenses: Mrs. L. G. Ferguson, Westville, N.S.; Dr. F. H. Sexton, Halifax, N.S.; Mrs. M. Cormier, Montreal, P.Q.; Mr. H. Cross, Montreal, P.Q.; Mr. A. Montpetit, Montreal, P.Q.; Mr. J. Pigott, Hamilton, Ont.; Miss Ruth M. Low, Kitchener, Ont.; Mr. R. J. Tallon, Ottawa, Ont.; Mr. J. McCulley, Newmarket, Ont.; Mr. Alistair Stewart, Winnipeg, Man.; Mrs. W. J. Lindal, Winnipeg, Man.; Dr. W. G. Carpenter, Calgary, Alta.; Mrs. A. J. Currie, Govan, Sask.; Mr. P. R. Bengough, Vancouver, B.C.; Reverend Dr. J. A. Murphy, Charlottetown, P.E.I.

The various classes and projects throughout the country were inspected periodically by the Dominion Advisers and Dominion administration representatives.

This opportunity is taken of expressing the appreciation of the Dominion administration for the very valuable assistance given by municipalities, local groups and interested individuals in carrying out the Youth Training Programme in their own areas not only in the selection of trainees but by making preliminary arrangements for classes and in many instances placing facilities for training at the disposal of the Programme free of rent thus enabling a greater proportion of Dominion and provincial funds to accrue to the direct benefit of the trainees themselves.

The success of the War Emergency Training Programme has been largely due to the enthusiastic co-operation of the provincial officials in charge and the staffs of the participating schools. While the cost of the Programme is being borne almost entirely by the Dominion, acknowledgment must be made of the contribution made by the provincial Departments of Education and Labour in carrying out the detailed administration and by the local School Boards in placing at the disposal of the Government the equipment and facilities of the vocational schools. Appreciation is also expressed of the assistance given by the principals and teachers of the vocational schools who willingly gave up their usual vacation period during the summer months and put in much time additional to their regular school hours in the autumn and winter to help in this contribution to Canada's War Effort.

Respectfully submitted,

R. F. THOMPSON,
Dominion Supervisor of Training.

Appendix "A"

REPORT ON TRAINING IN INDUSTRY UNDER THE WAR EMERGENCY TRAINING PROGRAMME

The Dominion-Provincial War Emergency Training programme during the fiscal year ending March 31, 1941, was almost wholly confined to specially organized classes which were conducted in vocational schools and youth training centres throughout the Dominion. No appropriation was set aside for the development of training programmes in industrial plants, and all schemes of this nature have been developed without direct financial assistance from governments, with the exception of one large new plant in the province of Quebec.

In this plant a special training programme was established early in the year and arrangements made through the youth training officials of the province to compensate the corporation for the actual training costs on a per capita basis. This arrangement was contrary to the policy later adopted for the War Emergency Training Programme and the grants were discontinued at the end of the year.

In another plant in Nova Scotia a training centre was established at public expense to meet the future requirements of this particular plant and others in the neighbourhood. Use was made of part of the machine shop equipment which was not required by the company, such use being granted without cost, and no rent being charged for the space occupied by the school. In this case, part of the plant was made use of by the provincial and Dominion authorities as a public training centre whereas, in the first mentioned case, the training programme was set up to meet the special needs of the company concerned.

In a number of privately-owned war industries, and in some established by the British and Canadian Governments training schemes have been adopted both for new workers and for those skilled and semi-skilled employees who require additional training and technical knowledge to qualify them for promotion. These schemes take many forms according to the particular requirements and conditions in each plant, and no attempt has yet been made to regulate or control such efforts.

The present policy is to promote and develop training programmes in war industries to supplement and complete the training given in war emergency classes and to allow each plant to develop its own methods, in so far as possible. Assistance will be given, as requested, by way of distributing information, selecting and training instructors, and developing courses or training techniques. It may become necessary to require organized training wherever government war contracts are carried out but for the time being it is left to each employer to provide suitable training facilities for his employees as the need arises and to make whatever use he can of the training centres and special classes organized under the War Emergency Training Programme.

Plants have been visited in all parts of the Dominion and reports have been received which show that more persons are being trained in industrial establishments engaged on war contracts than are being graduated from the war emergency classes.

It is planned to develop training programmes in non-war industries as the need for training exceeds the capacity of existing facilities and the specific training requirements of the war industries become better known. The development of such programmes will enable the non-war industries to release trained, experienced men from their own staffs for temporary service where such services will be most effective, and will also provide basic training for war workers and for young men who enlist in those branches of the armed forces where industrial skills are required.

A. W. CRAWFORD,
Special Assistant to Labour Co-ordination Committee.

